

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethnic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

Table 4-1

STATEWIDE EMPLOYEES BY EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
01	Official/ Administrator	800	53%	445	29%	104	7%	109	7%	10	1%	4	0%	11	1%	4	0%	17	1%	10	1%	0	0%	2	0%	942	574
02	Professional	7,292	35%	8,132	39%	1,052	5%	3,150	15%	52	0%	81	0%	201	1%	261	1%	219	1%	250	1%	13	0%	14	0%	8,829	11,888
03	Technician	1,480	56%	691	26%	100	4%	235	9%	15	1%	7	0%	34	1%	14	1%	21	1%	14	1%	9	0%	7	0%	1,659	970
04	Protective Service	9,215	69%	1,672	13%	1,072	8%	688	5%	244	2%	47	0%	264	2%	64	0%	33	0%	3	0%	11	0%	2	0%	10,839	2,476
05	Para- Professionals	1,467	19%	3,539	47%	465	6%	1,633	22%	18	0%	59	1%	65	1%	239	3%	22	0%	28	0%	5	0%	12	0%	2,042	5,510
06	Administrative Support	270	4%	5,278	72%	80	1%	1,342	18%	1	0%	68	1%	23	0%	247	3%	6	0%	35	0%	0	0%	1	0%	380	6,971
07	Skilled Craft	1,795	83%	100	5%	128	6%	14	1%	50	2%	1	0%	51	2%	5	0%	4	0%	0	0%	2	0%	0	0%	2,030	120
08	Service/ Maintenance	1,676	52%	984	31%	238	7%	166	5%	26	1%	7	0%	57	2%	22	1%	12	0%	4	0%	7	0%	23	1%	2,017	1,207
STATEWIDE TOTALS BY CATEGORY:		23,995	41%	20,841	36%	3,239	6%	7,337	13%	416	1%	274	0%	706	1%	856	1%	334	1%	344	1%	47	0%	61	0%	28,738	29,716

State Employees Grand Total: 58,454

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AGRICULTURE															
01	Official/ Administrator	13 57%	9 39%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	14	9
02	Professional	201 54%	124 34%	6 2%	18 5%	1 0%	3 1%	3 1%	1 0%	7 2%	5 1%	0 0%	0 0%	218	151
03	Technician	59 58%	35 34%	0 0%	2 2%	1 1%	0 0%	0 0%	0 0%	1 1%	1 1%	2 2%	1 1%	63	39
05	Para- Professionals	5 33%	9 60%	0 0%	0 0%	0 0%	0 0%	0 0%	1 7%	0 0%	0 0%	0 0%	0 0%	5	10
06	Administrative Support	6 6%	87 81%	0 0%	10 9%	0 0%	1 1%	0 0%	3 3%	0 0%	1 1%	0 0%	0 0%	6	102
07	Skilled Craft	5 83%	0 0%	0 0%	0 0%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	6	0
08	Service/ Maintenance	24 59%	15 37%	2 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	26	15
DEPARTMENT TOTALS BY CATEGORY:		313 47%	279 42%	9 1%	30 5%	2 0%	4 1%	4 1%	5 1%	8 1%	7 1%	2 0%	1 0%	338	326
Department Total:														664	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
Department: ATTORNEY GENERAL																											
01	Official/ Administrator	68	71%	20	21%	3	3%	4	4%	0	0%	0	0%	0	0%	71	25										
02	Professional	126	58%	68	31%	9	4%	7	3%	0	0%	0	0%	3	1%	4	2%	1	0%	1	0%	0	0%	0	0%	139	80
04	Protective Service	14	74%	2	11%	1	5%	1	5%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	16	3
05	Para- Professionals	5	14%	27	77%	0	0%	1	3%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	5	30
06	Administrative Support	0	0%	120	85%	0	0%	21	15%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	142
08	Service/ Maintenance	1	33%	1	33%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	1
DEPARTMENT TOTALS BY CATEGORY:		214	42%	238	46%	14	3%	34	7%	0	0%	0	0%	4	1%	8	2%	1	0%	1	0%	0	0%	0	0%	233	281
														Department Total:		514											

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AUDITOR GENERAL															
01	Official/ Administrator	23 74%	8 26%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	23	8
02	Professional	57 45%	63 49%	4 3%	2 2%	0 0%	0 0%	1 1%	0 0%	0 0%	1 1%	0 0%	0 0%	62	66
03	Technician	1 25%	3 75%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	3
05	Para- Professionals	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
06	Administrative Support	0 0%	4 80%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	5
07	Skilled Craft	1 33%	2 67%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	2
DEPARTMENT TOTALS BY CATEGORY:		83 48%	80 47%	4 2%	3 2%	0 0%	0 0%	1 1%	0 0%	0 0%	1 1%	0 0%	0 0%	88	84
Department Total:														172	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CAREER DEVELOPMENT															
01	Official/ Administrator	15 33%	16 36%	4 9%	8 18%	0 0%	0 0%	1 2%	1 2%	0 0%	0 0%	0 0%	0 0%	20	25
02	Professional	213 35%	223 36%	44 7%	105 17%	0 0%	5 1%	5 1%	7 1%	3 0%	10 2%	0 0%	0 0%	265	350
03	Technician	1 6%	7 44%	0 0%	7 44%	0 0%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	1	15
04	Protective Service	3 75%	0 0%	0 0%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4	0
05	Para- Professionals	77 41%	41 22%	21 11%	30 16%	1 1%	1 1%	4 2%	13 7%	1 1%	1 1%	0 0%	0 0%	104	86
06	Administrative Support	1 1%	123 74%	1 1%	35 21%	0 0%	2 1%	0 0%	4 2%	0 0%	0 0%	0 0%	0 0%	2	164
07	Skilled Craft	6 86%	0 0%	0 0%	0 0%	0 0%	0 0%	1 14%	0 0%	0 0%	0 0%	0 0%	0 0%	7	0
08	Service/ Maintenance	7 44%	4 25%	3 19%	0 0%	1 6%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	12	4
DEPARTMENT TOTALS BY CATEGORY:		323 31%	414 39%	73 7%	185 17%	3 0%	8 1%	12 1%	26 2%	4 0%	11 1%	0 0%	0 0%	415	644
Department Total:														1,059	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL RIGHTS															
01	Official/ Administrator	5 45%	1 9%	3 27%	1 9%	0 0%	0 0%	0 0%	0 0%	1 9%	0 0%	0 0%	0 0%	9	2
02	Professional	16 14%	31 26%	22 19%	30 26%	0 0%	2 2%	6 5%	6 5%	1 1%	3 3%	0 0%	0 0%	45	72
03	Technician	0 0%	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	1
05	Para- Professionals	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
06	Administrative Support	1 3%	9 29%	1 3%	17 55%	0 0%	0 0%	0 0%	3 10%	0 0%	0 0%	0 0%	0 0%	2	29
DEPARTMENT TOTALS BY CATEGORY:		23 14%	42 26%	26 16%	48 30%	0 0%	2 1%	7 4%	9 6%	2 1%	3 2%	0 0%	0 0%	58	104
Department Total:														162	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL SERVICE															
01	Official/ Administrator	11 50%	7 32%	2 9%	1 5%	0 0%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	14	8
02	Professional	21 21%	48 48%	7 7%	15 15%	1 1%	1 1%	1 1%	1 1%	0 0%	3 3%	1 1%	2 2%	31	70
03	Technician	1 17%	3 50%	0 0%	1 17%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	2	4
05	Para- Professionals	2 17%	8 67%	0 0%	1 8%	1 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	9
06	Administrative Support	2 4%	37 69%	1 2%	9 17%	0 0%	1 2%	0 0%	3 6%	0 0%	1 2%	0 0%	0 0%	3	51
08	Service/ Maintenance	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
DEPARTMENT TOTALS BY CATEGORY:		39 20%	103 52%	10 5%	27 14%	2 1%	2 1%	3 2%	4 2%	0 0%	4 2%	1 1%	2 1%	55	142
Department Total:														197	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: COMMUNITY HEALTH															
01	Official/ Administrator	86 44%	68 35%	9 5%	12 6%	1 1%	1 1%	1 1%	0 0%	10 5%	6 3%	0 0%	2 1%	107	89
02	Professional	531 29%	805 43%	77 4%	245 13%	4 0%	9 0%	18 1%	13 1%	55 3%	94 5%	2 0%	2 0%	687	1,168
03	Technician	45 13%	135 38%	13 4%	147 41%	1 0%	0 0%	1 0%	2 1%	1 0%	7 2%	1 0%	2 1%	62	293
04	Protective Service	303 52%	88 15%	94 16%	62 11%	5 1%	2 0%	17 3%	4 1%	3 1%	0 0%	0 0%	0 0%	422	156
05	Para- Professionals	275 25%	454 41%	126 11%	232 21%	1 0%	5 0%	6 1%	12 1%	0 0%	4 0%	1 0%	0 0%	409	707
06	Administrative Support	7 1%	420 77%	4 1%	78 14%	0 0%	4 1%	1 0%	26 5%	0 0%	2 0%	0 0%	1 0%	12	531
07	Skilled Craft	90 76%	4 3%	17 14%	1 1%	1 1%	0 0%	4 3%	0 0%	1 1%	0 0%	0 0%	0 0%	113	5
08	Service/ Maintenance	86 24%	128 36%	62 17%	66 19%	1 0%	1 0%	3 1%	6 2%	1 0%	1 0%	0 0%	0 0%	153	202
DEPARTMENT TOTALS BY CATEGORY:		1,423 28%	2,102 41%	402 8%	843 16%	14 0%	22 0%	51 1%	63 1%	71 1%	114 2%	4 0%	7 0%	1,965	3,151
Department Total:														5,116	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
Department: CONSUMERS & INDUSTRY SERVICES																											
01	Official/ Administrator	74	53%	40	29%	8	6%	17	12%	0	0%	1	1%	0	0%	82	58										
02	Professional	573	37%	602	39%	103	7%	208	13%	3	0%	4	0%	11	1%	17	1%	708	853								
03	Technician	197	69%	45	16%	19	7%	10	4%	2	1%	1	0%	7	2%	1	0%	227	58								
05	Para- Professionals	104	12%	377	45%	34	4%	278	33%	1	0%	6	1%	8	1%	13	2%	6	1%	5	1%	0	0%	7	1%	153	686
06	Administrative Support	14	2%	500	70%	6	1%	147	21%	0	0%	7	1%	1	0%	30	4%	1	0%	5	1%	0	0%	0	0%	22	689
07	Skilled Craft	10	42%	1	4%	6	25%	4	17%	1	4%	0	0%	1	4%	1	4%	0	0%	0	0%	0	0%	0	0%	18	6
08	Service/ Maintenance	15	45%	6	18%	5	15%	3	9%	0	0%	0	0%	4	12%	0	0%	0	0%	0	0%	0	0%	0	0%	24	9
DEPARTMENT TOTALS BY CATEGORY:		987	27%	1,571	44%	181	5%	667	19%	7	0%	19	1%	32	1%	62	2%	27	1%	33	1%	0	0%	7	0%	1,234	2,359
														Department Total:		3,593											

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
Department: CORRECTIONS																											
01	Official/ Administrator	96	51%	50	27%	21	11%	15	8%	2	1%	1	1%	2	1%	0	0%	1	1%	0	0%	0	0%	121	67		
02	Professional	1,422	44%	1,066	33%	277	9%	371	11%	15	0%	12	0%	24	1%	22	1%	16	0%	9	0%	3	0%	3	0%	1,757	1,483
03	Technician	46	34%	67	50%	2	1%	17	13%	0	0%	0	0%	1	1%	1	1%	1	1%	0	0%	0	0%	0	0%	50	85
04	Protective Service	6,985	69%	1,245	12%	790	8%	600	6%	195	2%	37	0%	170	2%	57	1%	20	0%	2	0%	11	0%	2	0%	8,171	1,943
05	Para- Professionals	258	32%	387	48%	41	5%	84	10%	6	1%	7	1%	6	1%	9	1%	2	0%	2	0%	0	0%	1	0%	313	490
06	Administrative Support	40	3%	1,024	77%	7	1%	215	16%	1	0%	16	1%	1	0%	27	2%	0	0%	5	0%	0	0%	0	0%	49	1,287
07	Skilled Craft	654	90%	24	3%	25	3%	1	0%	15	2%	0	0%	10	1%	0	0%	0	0%	0	0%	0	0%	0	0%	704	25
08	Service/ Maintenance	680	66%	169	16%	97	9%	46	4%	14	1%	0	0%	18	2%	3	0%	6	1%	0	0%	0	0%	0	0%	815	218
DEPARTMENT TOTALS BY CATEGORY:		10,181	58%	4,032	23%	1,260	7%	1,349	8%	248	1%	73	0%	232	1%	119	1%	45	0%	19	0%	14	0%	6	0%	11,980	5,598
														Department Total:		17,578											

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EDUCATION															
01	Official/ Administrator	8 20%	25 63%	1 3%	5 13%	0 0%	0 0%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	9	31
02	Professional	41 24%	112 65%	3 2%	10 6%	0 0%	1 1%	3 2%	3 2%	0 0%	0 0%	0 0%	0 0%	47	126
03	Technician	0 0%	3 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	3
04	Protective Service	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
05	Para- Professionals	14 22%	39 61%	4 6%	5 8%	0 0%	0 0%	0 0%	1 2%	0 0%	1 2%	0 0%	0 0%	18	46
06	Administrative Support	1 1%	80 91%	0 0%	4 5%	0 0%	0 0%	0 0%	3 3%	0 0%	0 0%	0 0%	0 0%	1	87
07	Skilled Craft	6 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6	0
08	Service/ Maintenance	2 67%	0 0%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	0
DEPARTMENT TOTALS BY CATEGORY:		74 20%	259 68%	9 2%	24 6%	0 0%	1 0%	3 1%	8 2%	0 0%	1 0%	0 0%	0 0%	86	293
Department Total:														379	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: ENVIRONMENTAL QUALITY															
01	Official/ Administrator	20	74%	6	22%	1	4%	0	0%	0	0%	0	0%	21	6
02	Professional	64	59%	34	32%	22	2%	20	2%	1	0%	3	0%	702	389
03	Technician	59	63%	21	22%	7	7%	2	2%	1	1%	0	0%	70	24
04	Protective Service	10	56%	4	22%	3	17%	1	6%	0	0%	0	0%	13	5
05	Para- Professionals	13	25%	32	60%	0	0%	5	9%	0	0%	1	2%	14	39
06	Administrative Support	8	4%	175	81%	1	0%	20	9%	0	0%	1	0%	12	204
07	Skilled Craft	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
08	Service/ Maintenance	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
DEPARTMENT TOTALS BY CATEGORY:		753	50%	587	39%	34	2%	48	3%	2	0%	5	0%	15	1%

Department Total: 1,501

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EXECUTIVE OFFICE															
01	Official/ Administrator	3 75%	1 25%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	1
02	Professional	4 29%	10 71%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4	10
05	Para- Professionals	6 19%	23 74%	0 0%	1 3%	0 0%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	0 0%	7	24
DEPARTMENT TOTALS BY CATEGORY:		13 27%	34 69%	0 0%	1 2%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	14	35
Department Total:														49	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total													
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
Department: FAMILY INDEPENDENCE AGENCY																											
01	Official/ Administrator	89	45%	54	27%	16	8%	33	17%	2	1%	0	0%	1	1%	0	0%	0	0%	109	88						
02	Professional	1,439	20%	3,311	46%	281	4%	1,914	26%	11	0%	31	0%	56	1%	149	2%	25	0%	45	1%	0	0%	4	0%	1,812	5,454
03	Technician	8	38%	9	43%	2	10%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	11
04	Protective Service	22	54%	4	10%	13	32%	1	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	36	5
05	Para- Professionals	329	14%	1,052	44%	196	8%	633	26%	7	0%	20	1%	31	1%	118	5%	7	0%	6	0%	1	0%	0	0%	571	1,829
06	Administrative Support	53	3%	1,122	60%	42	2%	545	29%	0	0%	16	1%	7	0%	70	4%	1	0%	6	0%	0	0%	0	0%	103	1,759
07	Skilled Craft	33	79%	1	2%	6	14%	0	0%	0	0%	0	0%	1	2%	0	0%	1	2%	0	0%	0	0%	0	0%	41	1
08	Service/ Maintenance	43	48%	20	22%	14	16%	9	10%	0	0%	0	0%	3	3%	1	1%	0	0%	0	0%	0	0%	0	0%	60	30
DEPARTMENT TOTALS BY CATEGORY:		2,016	17%	5,573	47%	570	5%	3,137	26%	20	0%	67	1%	99	1%	338	3%	36	0%	58	0%	1	0%	4	0%	2,742	9,177

Department Total: 11,919

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: HISTORY ARTS AND LIBRARIES															
01	Official/ Administrator	8 42%	10 53%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8	11
02	Professional	41 40%	53 52%	2 2%	0 0%	1 1%	0 0%	0 0%	1 1%	1 1%	0 0%	2 2%	1 1%	47	55
03	Technician	14 31%	15 33%	2 4%	5 11%	1 2%	0 0%	1 2%	1 2%	1 2%	0 0%	2 4%	3 7%	21	24
04	Protective Service	2 67%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	1
05	Para- Professionals	3 11%	21 75%	0 0%	2 7%	0 0%	0 0%	0 0%	2 7%	0 0%	0 0%	0 0%	0 0%	3	25
06	Administrative Support	2 6%	26 72%	2 6%	3 8%	0 0%	1 3%	0 0%	1 3%	0 0%	1 3%	0 0%	0 0%	4	32
07	Skilled Craft	12 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12	0
08	Service/ Maintenance	31 42%	16 22%	0 0%	0 0%	3 4%	1 1%	0 0%	1 1%	0 0%	1 1%	5 7%	16 22%	39	35
DEPARTMENT TOTALS BY CATEGORY:		113 35%	142 45%	6 2%	11 3%	5 2%	2 1%	1 0%	6 2%	2 1%	2 1%	9 3%	20 6%	136	183
Department Total:														319	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MANAGEMENT & BUDGET															
01	Official/ Administrator	65 58%	40 35%	5 4%	0 0%	0 0%	0 0%	0 0%	0 0%	2 2%	1 1%	0 0%	0 0%	72	41
02	Professional	285 42%	296 44%	24 4%	31 5%	1 0%	2 0%	9 1%	8 1%	12 2%	12 2%	0 0%	0 0%	331	349
03	Technician	38 42%	42 46%	2 2%	3 3%	0 0%	1 1%	1 1%	2 2%	2 2%	0 0%	0 0%	0 0%	43	48
04	Protective Service	4 50%	3 38%	1 13%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5	3
05	Para- Professionals	48 28%	105 61%	1 1%	7 4%	0 0%	1 1%	3 2%	5 3%	1 1%	1 1%	0 0%	0 0%	53	119
06	Administrative Support	11 5%	169 81%	0 0%	19 9%	0 0%	0 0%	0 0%	7 3%	0 0%	2 1%	0 0%	0 0%	11	197
07	Skilled Craft	181 82%	10 5%	14 6%	2 1%	2 1%	0 0%	9 4%	2 1%	0 0%	0 0%	0 0%	0 0%	206	14
08	Service/ Maintenance	132 59%	51 23%	20 9%	6 3%	1 0%	0 0%	13 6%	1 0%	1 0%	0 0%	0 0%	0 0%	167	58
DEPARTMENT TOTALS BY CATEGORY:		764 44%	716 42%	67 4%	68 4%	4 0%	4 0%	35 2%	25 1%	18 1%	16 1%	0 0%	0 0%	888	829
Department Total:														1,717	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MILITARY AFFAIRS															
01	Official/ Administrator	9 60%	4 27%	2 13%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11	4
02	Professional	69 39%	85 48%	6 3%	11 6%	0 0%	2 1%	0 0%	2 1%	0 0%	1 1%	0 0%	0 0%	75	101
03	Technician	25 16%	108 68%	0 0%	18 11%	0 0%	2 1%	2 1%	1 1%	0 0%	2 1%	0 0%	0 0%	27	131
04	Protective Service	29 94%	0 0%	0 0%	0 0%	0 0%	0 0%	2 6%	0 0%	0 0%	0 0%	0 0%	0 0%	31	0
05	Para- Professionals	62 22%	124 44%	12 4%	71 25%	1 0%	1 0%	0 0%	7 2%	1 0%	2 1%	0 0%	0 0%	76	205
06	Administrative Support	2 3%	52 83%	0 0%	7 11%	0 0%	2 3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	61
07	Skilled Craft	102 90%	2 2%	4 4%	0 0%	2 2%	0 0%	3 3%	0 0%	0 0%	0 0%	0 0%	0 0%	111	2
08	Service/ Maintenance	57 46%	34 28%	13 11%	6 5%	3 2%	0 0%	7 6%	0 0%	1 1%	1 1%	1 1%	0 0%	82	41
DEPARTMENT TOTALS BY CATEGORY:		355 37%	409 43%	37 4%	113 12%	6 1%	7 1%	14 1%	10 1%	2 0%	6 1%	1 0%	0 0%	415	545
Department Total:														960	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: NATURAL RESOURCES															
01	Official/ Administrator	35 65%	14 26%	3 6%	1 2%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	39	15
02	Professional	291 66%	118 27%	5 1%	10 2%	5 1%	1 0%	2 0%	4 1%	1 0%	0 0%	1 0%	0 0%	305	133
03	Technician	269 82%	44 13%	4 1%	2 1%	3 1%	0 0%	2 1%	1 0%	1 0%	1 0%	0 0%	0 0%	279	48
04	Protective Service	486 79%	85 14%	16 3%	5 1%	12 2%	1 0%	10 2%	1 0%	3 0%	0 0%	0 0%	0 0%	527	92
05	Para- Professionals	23 32%	37 51%	2 3%	6 8%	0 0%	0 0%	0 0%	3 4%	0 0%	1 1%	0 0%	0 0%	25	47
06	Administrative Support	7 4%	159 88%	0 0%	7 4%	0 0%	2 1%	1 1%	4 2%	0 0%	1 1%	0 0%	0 0%	8	173
07	Skilled Craft	88 93%	6 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	89	6
08	Service/ Maintenance	505 56%	374 42%	5 1%	2 0%	3 0%	3 0%	2 0%	0 0%	2 0%	1 0%	0 0%	0 0%	518	381
DEPARTMENT TOTALS BY CATEGORY:		1,704 63%	837 31%	35 1%	33 1%	24 1%	7 0%	17 1%	13 0%	8 0%	4 0%	1 0%	0 0%	1,790	895
Department Total:														2,685	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE															
01	Official/ Administrator	21	43%	16	33%	5	10%	3	6%	1	2%	0	0%	29	20
02	Professional	131	40%	118	36%	16	5%	42	13%	1	0%	1	0%	159	169
03	Technician	10	37%	16	59%	0	0%	1	4%	0	0%	0	0%	10	17
05	Para- Professionals	86	8%	621	60%	13	1%	238	23%	0	0%	13	1%	106	926
06	Administrative Support	32	8%	287	70%	6	1%	49	12%	0	0%	3	1%	43	365
07	Skilled Craft	6	43%	5	36%	1	7%	1	7%	0	0%	0	0%	8	6
08	Service/ Maintenance	13	8%	114	72%	4	3%	15	9%	0	0%	1	1%	19	140
DEPARTMENT TOTALS BY CATEGORY:		299	15%	1,177	58%	45	2%	349	17%	3	0%	18	1%	374	1,643
Department Total:														2,017	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE POLICE															
01	Official/ Administrator	38 69%	9 16%	4 7%	2 4%	1 2%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	44	11
02	Professional	286 58%	141 29%	32 7%	8 2%	2 0%	2 0%	11 2%	2 0%	2 0%	5 1%	0 0%	0 0%	333	158
03	Technician	202 76%	39 15%	13 5%	7 3%	2 1%	2 1%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	218	49
04	Protective Service	1,336 74%	208 11%	153 8%	14 1%	29 2%	0 0%	62 3%	2 0%	6 0%	1 0%	0 0%	0 0%	1,586	225
05	Para- Professionals	23 28%	48 59%	1 1%	4 5%	0 0%	1 1%	0 0%	3 4%	1 1%	0 0%	0 0%	0 0%	25	56
06	Administrative Support	42 13%	238 74%	2 1%	29 9%	0 0%	3 1%	0 0%	8 2%	0 0%	0 0%	0 0%	0 0%	44	278
07	Skilled Craft	27 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	27	0
08	Service/ Maintenance	15 60%	4 16%	1 4%	3 12%	0 0%	0 0%	0 0%	2 8%	0 0%	0 0%	0 0%	0 0%	16	9
DEPARTMENT TOTALS BY CATEGORY:		1,969 64%	687 22%	206 7%	67 2%	34 1%	8 0%	75 2%	18 1%	9 0%	6 0%	0 0%	0 0%	2,293	786
Department Total:														3,079	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: TRANSPORTATION															
01	Official/ Administrator	64	65%	20	20%	9	9%	3	3%	2	2%	0	0%	0	0%
02	Professional	593	58%	256	25%	61	6%	39	4%	5	0%	0	0%	20	2%
03	Technician	496	74%	90	13%	36	5%	11	2%	4	1%	1	0%	15	2%
04	Protective Service	19	28%	32	48%	1	1%	4	6%	2	3%	7	10%	2	3%
05	Para- Professionals	92	55%	57	34%	3	2%	11	7%	0	0%	1	1%	2	1%
06	Administrative Support	3	1%	217	84%	1	0%	27	10%	0	0%	4	2%	0	0%
07	Skilled Craft	571	79%	42	6%	55	8%	4	1%	28	4%	1	0%	21	3%
08	Service/ Maintenance	47	53%	21	24%	6	7%	6	7%	0	0%	1	1%	4	4%
DEPARTMENT TOTALS BY CATEGORY:		1,885	61%	735	24%	172	6%	105	3%	41	1%	15	0%	64	2%
Department Total:														3,109	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: TREASURY															
01	Official/ Administrator	49	53%	27	29%	7	8%	3	3%	0	0%	1	1%	3	3%
02	Professional	311	43%	253	35%	51	7%	64	9%	1	0%	2	0%	12	2%
03	Technician	9	50%	8	44%	0	0%	0	0%	0	0%	0	0%	1	6%
05	Para- Professionals	40	25%	77	49%	11	7%	24	15%	0	0%	2	1%	1	1%
06	Administrative Support	38	6%	429	70%	6	1%	99	16%	0	0%	5	1%	6	1%
07	Skilled Craft	2	33%	3	50%	0	0%	1	17%	0	0%	0	0%	0	0%
08	Service/ Maintenance	15	28%	27	51%	4	8%	4	8%	0	0%	0	0%	3	6%
DEPARTMENT TOTALS BY CATEGORY:		464	28%	824	49%	79	5%	195	12%	1	0%	10	1%	22	1%
Department Total:														587	1,078

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total													
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
STATEWIDE TOTALS BY CATEGORY:	23,995	41%	20,841	36%	3,239	6%	7,337	13%	416	1%	274	0%	706	1%	856	1%	334	1%	344	1%	47	0%	61	0%	28,738	29,716

State Employees Grand Total: 58,454

**CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT
RACE/ETHNIC GROUP, AND GENDER ANALYSIS
PAY PERIOD ENDING SEP 28, 2002**

Table 4-3

HRS DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN				HISPANIC				ASIAN				OTHER				MINORITY				GRAND TOTAL
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		FEMALE								
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					
AGRICULTURE	313	47.1	279	42.0	9	1.4	30	4.5	2	0.3	4	0.6	4	0.6	5	0.8	8	1.2	7	1.1	2	0.3	1	0.2	326	49.1	69	10.4	664
ATTORNEY GENERAL	214	41.6	238	46.3	14	2.7	34	6.6	0	0.0	0	0.0	4	0.8	8	1.6	1	0.2	1	0.2	0	0.0	0	0.0	281	54.7	62	12.1	514
AUDITOR GENERAL	83	48.3	80	46.5	4	2.3	3	1.7	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	84	48.8	9	5.2	172
CAREER DEVELOPMENT	322	30.4	414	39.1	73	6.9	185	17.5	3	0.3	8	0.8	12	1.1	26	2.5	4	0.4	11	1.0	0	0.0	0	0.0	644	60.9	322	30.4	1,058
CIVIL RIGHTS	23	14.2	42	25.9	26	16.0	48	29.6	0	0.0	2	1.2	7	4.3	9	5.6	2	1.2	3	1.9	0	0.0	0	0.0	104	64.2	97	59.9	162
CIVIL SERVICE	39	20.0	101	51.8	10	5.1	27	13.8	2	1.0	2	1.0	3	1.5	4	2.1	0	0.0	4	2.1	1	0.5	2	1.0	140	71.8	52	26.7	195
COMMUNITY HEALTH	1,412	27.8	2,086	41.1	395	7.8	834	16.4	14	0.3	22	0.4	51	1.0	62	1.2	71	1.4	113	2.2	4	0.1	7	0.1	3,124	61.6	1,562	30.8	5,071
CONSUMERS & INDUSTRY SERVICES	982	27.4	1,565	43.7	181	5.1	666	18.6	7	0.2	19	0.5	32	0.9	62	1.7	27	0.8	33	0.9	0	0.0	7	0.2	2,352	65.7	1,027	28.7	3,581
CORRECTIONS	10,111	57.9	3,997	22.9	1,255	7.2	1,341	7.7	242	1.4	73	0.4	230	1.3	119	0.7	44	0.3	19	0.1	14	0.1	6	0.0	5,555	31.8	3,323	19.0	17,451
EDUCATION	74	19.5	259	68.3	9	2.4	24	6.3	0	0.0	1	0.3	3	0.8	8	2.1	0	0.0	1	0.3	0	0.0	0	0.0	293	77.3	46	12.1	379
ENVIRONMENTAL QUALITY	752	50.2	586	39.1	34	2.3	48	3.2	2	0.1	5	0.3	15	1.0	11	0.7	30	2.0	16	1.1	0	0.0	0	0.0	666	44.4	161	10.7	1,499
EXECUTIVE OFFICE	13	26.5	34	69.4	0	0.0	1	2.0	0	0.0	0	0.0	1	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	35	71.4	2	4.1	49
FAMILY INDEPENDENCE AGENCY	2,012	16.9	5,565	46.8	566	4.8	3,130	26.3	20	0.2	67	0.6	99	0.8	337	2.8	36	0.3	58	0.5	1	0.0	5	0.0	9,162	77.0	4,313	36.3	11,896
HISTORY ARTS AND LIBRARIES	113	35.5	141	44.3	6	1.9	11	3.5	5	1.6	2	0.6	1	0.3	6	1.9	2	0.6	2	0.6	9	2.8	20	6.3	182	57.2	35	11.0	318
MANAGEMENT & BUDGET	762	44.4	716	41.7	67	3.9	68	4.0	4	0.2	4	0.2	35	2.0	25	1.5	18	1.0	16	0.9	0	0.0	0	0.0	829	48.3	237	13.8	1,715
MILITARY AFFAIRS	354	37.0	407	42.5	37	3.9	113	11.8	6	0.6	7	0.7	14	1.5	10	1.0	2	0.2	6	0.6	1	0.1	0	0.0	543	56.7	195	20.4	957
NATURAL RESOURCES	1,699	63.4	835	31.2	35	1.3	33	1.2	24	0.9	7	0.3	17	0.6	13	0.5	8	0.3	4	0.1	2	0.1	1	0.0	893	33.3	141	5.3	2,678
STATE	299	14.8	1,174	58.3	45	2.2	349	17.3	3	0.1	18	0.9	14	0.7	73	3.6	10	0.5	17	0.8	3	0.1	9	0.4	1,640	81.4	529	26.3	2,014
STATE POLICE	1,961	64.0	683	22.3	204	6.7	66	2.2	34	1.1	8	0.3	75	2.4	18	0.6	9	0.3	6	0.2	0	0.0	0	0.0	781	25.5	420	13.7	3,064
TRANSPORTATION	1,880	60.6	733	23.6	172	5.5	105	3.4	41	1.3	15	0.5	64	2.1	19	0.6	41	1.3	15	0.5	10	0.3	7	0.2	894	28.8	472	15.2	3,102
TREASURY	464	27.9	822	49.5	79	4.8	193	11.6	1	0.1	10	0.6	22	1.3	39	2.3	20	1.2	10	0.6	1	0.1	0	0.0	1,074	64.7	374	22.5	1,661
TOTALS & PERCENTS	23,882	41.0	20,757	35.7	3,221	5.5	7,309	12.6	410	0.7	274	0.5	704	1.2	854	1.5	333	0.6	343	0.6	48	0.1	65	0.1	29,602	50.9	13,448	23.1	58,200

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 21
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

STATEWIDE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/ Administrator	83 72%	23 20%	2 2%	7 6%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	86	30
02	Professional	464 45%	395 38%	30 3%	103 10%	2 0%	8 1%	11 1%	10 1%	8 1%	1 0%	0 0%	0 0%	515	517
03	Technician	55 77%	7 10%	0 0%	5 7%	0 0%	1 1%	0 0%	0 0%	2 3%	1 1%	0 0%	0 0%	57	14
04	Protective Service	255 75%	43 13%	19 6%	13 4%	5 1%	1 0%	4 1%	0 0%	2 1%	0 0%	0 0%	0 0%	285	57
05	Para- Professionals	126 27%	236 51%	17 4%	59 13%	2 0%	6 1%	5 1%	9 2%	1 0%	0 0%	0 0%	0 0%	151	310
06	Administrative Support	45 10%	329 72%	7 2%	59 13%	0 0%	6 1%	1 0%	11 2%	0 0%	1 0%	0 0%	0 0%	53	406
07	Skilled Craft	95 86%	3 3%	3 3%	1 1%	3 3%	0 0%	4 4%	1 1%	0 0%	0 0%	0 0%	0 0%	105	5
08	Service/ Maintenance	81 74%	13 12%	8 7%	5 5%	1 1%	0 0%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	92	18
STATEWIDE TOTAL BY CATEGORY:		1,204 45%	1,049 39%	86 3%	252 9%	13 0%	22 1%	27 1%	31 1%	14 1%	3 0%	0 0%	0 0%	1,344	1,357

State Employees Grand Total: 2,701